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ABSTRACT

Faculty, staff, and administrators of the three campuses and central administration of Montgomery College are described in terms of their sex, racial group, residence, and salary levels. In addition, the profile of faculty members includes their years of service, age, rank and sex in each discipline, tenure, length of contract, academic preparation, highest degrees held by full-time faculty and administrators, the institution at which that degree was earned, and faculty publications for 1976 and 1977. Part-time faculty are described in terms of racial group and sex. The data are reported by campus and are displayed in extensive tables and figures. (RT)

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A PROFILE OF THE FACULTY, STAFF AND ADMINISTRATORS OF MONTGOMERY COLLEGE FALL 1977

BEST COPY AVAILABLE

by

Robert L. Gell, Dean

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Office of Institutional Research and Analysis

MONTGOMERY COLLEGE

Montgomery County, Maryland

1978

JC 780 098

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PREFACE

In February of 1972, Dr. Robert Frieders, Dean of the Faculty, issued Memo to the Faculty No. 16 - Profile of the Faculty of Montgomery College. That report described the 357 full-time faculty members at the College in the fall of 1971. The faculty were discussed in terms of their sex, state of residence, age, marital status, years of service, tenure, length of contract, rank, academic preparation, and the academic institution at which the faculty earned their highest degree. The memo ended with the following paragraph.

Looking Forward to a More Comprehensive Profile in the Future

What has been presented here is a beginning. It is hoped that in the future a more comprehensive Profile can be prepared for you, the faculty. Among possible items that might be included in the next Profile are the following:

1. Race: White, Black, Oriental, Other.
2. Citizenship: Native, Naturalized, Non-Citizen.
3. Children in the family: Number, age and sex.
4. Former teaching experience: Number of years experience in teaching before coming to Montgomery College on the elementary, secondary, two-year college, four-year college and university levels.
5. Professional development beyond highest degree earned: 30 hours credit beyond Master's degree, 60 credit hours beyond Master's degree, presently working on Master's or Doctor's degree, working on a thesis, still attending an institution of higher education.
6. Professional articles published.

Undoubtedly, there are many other items that our faculty would like to see treated in a future Profile. Any observations, suggestions or recommendations you may have on this Profile or a future Profile would certainly be appreciated. It is hoped that, at a later date, a questionnaire might be devised to obtain additional information deemed desirable for the next Profile.

The hopes of Dr. Frieders were not fulfilled until 1977 when the self-study committees of the Rockville and Takoma Park campuses prepared faculty profiles as part of their report in preparation for the visiting reaccreditation teams. These profiles were based on available demographic data and a survey of the personnel.

The Rockville committee described the full-time faculty only, while at Takoma Park information was presented for full- and part-time faculty, administrators, and staff personnel. These profiles are based on Fall 1976 data and are available in the Self-Study Report of each campus published in the fall of 1977.

This profile, developed by the Office of Institutional Research and Analysis, is not intended simply as an update of Dr. Frieders' memo or the campus self-studies, rather it is an effort to establish a comprehensive baseline and uniform format which can be used annually to describe all the personnel involved in the day to day efforts of the College. From this baseline change through time can be charted.

Included are faculty, staff and administrators who were at the College during the fall of 1977. The number of personnel included in the profile is that reported to the Maryland State Board of Higher Education as part of the Higher Education General Information Survey (HEGIS). The reference date used was October 1, 1977 and the definitions used are those developed by the Education Division of the United States Department of Health, Education, and Welfare.

Administrators and staff personnel are reported by "Occupational Category." The definition of each of these categories is presented here as an aid to understanding the report since the College does not aggregate personnel in this manner for internal purposes.

DEFINITIONS OF OCCUPATIONAL CATEGORIES

Executive/Administrative/Managerial - Include all persons whose assignments require primary (and major) responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Report in this category all officers holding such titles as President, Vice President, Dean, Director, or the equivalents as well as officers subordinate to any of these administrators with such titles as Associate Dean, Assistant Dean, Executive Officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is Administrative. NOTE: Supervisory personnel of the technical, clerical, craft, and custodial force will be reported within the specific categories.

Professional (Other than Executive/Administrative/Managerial and Faculty)- Include in this category persons whose assignments would require Bachelor's, Master's or Doctoral degrees, or their equivalent. Also include all staff members with assignments that require specialized professional training who were not reported in the categories above and who should not be classified under any of the four "nonprofessional" categories below. Examples would be statisticians, analysts, computer specialists, etc., who do not hold administrative positions, or have faculty rank.

Secretarial/Clerical - Include all persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Include personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers) and/or information, and other paper work required in an office, such as bookkeepers, stenographers, etc. Include also sales clerks such as those employed full-time in the bookstore, and library clerks who are not recognized as librarians.

Technical/Paraprofessional - Includes all persons whose assignments require specialized knowledge or skills which may be acquired through experience or academic work such as is offered in many two-year technical institutes, community colleges, junior colleges, or through equivalent on-the-job training. Include computer programmers and operators, draftsmen, engineering aides, junior engineers, mathematical aides, licensed, practical, or vocational nurses, dietitians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical dental, electronic-physical sciences), and similar occupations not properly classifiable in other occupational-activity categories but which are institutionally defined as technical assignments. Include also personnel who may lack the usual educational requirements but who, due to some special skill, experience, or need of the institution, hold positions and perform functions generally held by professionals only and therefore, are classified as paraprofessionals.

Skilled Crafts - Include all persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience, or through apprenticeship or other formal training programs. Include mechanics and repairmen, electricians, stationary engineers, skilled machinists, carpenters, compositors type-setters, etc.

Service/Maintenance - Include persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or which contribute to the upkeep and care of buildings, facilities, or grounds of the institutional property. Include chauffeurs, laundry and dry cleaning operatives, cafeterial and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundkeepers, refuse collectors, construction laborers, security personnel, etc.

Included here also are the current definitions used to report the race/ethnic groups.

RACE CATEGORIES

AMERICAN: Include natural born citizens, naturalized citizens, and foreign born persons on immigrant visas.

BLACK: Not of Hispanic origin; meaning a person having origins in any of the black racial groups of Africa.

INDIAN: American Indian or Alaskan native meaning a person having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

ASIAN: Asian or Pacific Islander meaning a person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

HISPANIC: A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race.

WHITE: Not of Hispanic origin; meaning a person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

ALL OTHER/RACE UNKNOWN:

Persons whose race or origin is unknown as well as those from races not included above.

FOREIGN: Non-resident aliens in the United States under a student or temporary visa.

This profile of faculty, staff and administrators, is meant to be a companion to The Montgomery College Student which is published each year. It is a working document for those individuals who require a ready reference to the composition of the Montgomery College community. The profile will be expanded each year as important descriptors are identified and become available. Users are urged to provide suggestions on how future editions can be improved.

A PROFILE OF MONTGOMERY COLLEGE PERSONNEL

Montgomery College, which first conducted classes in 1946, is a multi-unit institution with three geographically and administratively distinct campuses, a central administrative staff, and a community services division separate from the campuses. The largest of the campuses, located in Rockville, opened in 1965. Except for proposed alterations to the Fine Arts building, this campus is complete. The Takoma Park campus is located in lower Montgomery County and has been almost completely redeveloped. The third campus, which will open in the fall of 1978 in Germantown (currently, classes are held at Seneca Valley High School near Germantown and at other sites in the up-county area), will serve the growing up-county area. The new facilities, located on a picturesque 190 acre campus, will open in September 1978 for 2000 credit students.

This profile is a partial description of the people responsible for providing the high quality educational services offered at Montgomery College. Highly qualified to teach, counsel, and administer--these are the characteristics of the outstanding personnel in a dynamic educational institution. Over the years, the faculty, staff, and administrators of Montgomery College have increased in number to keep pace with growing student enrollment, but numbers are not of the greatest significance; professional qualifications, opportunities for personal and professional growth and development, employment stability, and a challenging task coupled with a rewarding salary structure are of the utmost importance in order that students may be certain of obtaining the best possible education.

In the fall of 1977, the College enrolled 15,168 students in credit courses. The information herein refers to the full-time faculty, staff and administrators serving those students at that time. This information is taken primarily from official College statistics for fall 1977; however it is supplemented by data from the 1977 Rockville and Takoma Park Campus self-study reports.

The following tables, charts, and graphs present the various characteristics of the full-and part-time personnel of the College. Faculty publications for the past two years are presented first, followed by a zip code map of the County showing where eighty percent of the personnel live.

Characteristics of the personnel on each campus and central administration are presented separately so that the uniqueness of each unit may be appreciated. The profile considers rank, tenure, race, sex, discipline, age, highest degree held, years of service, and salaries.

FACULTY PUBLICATIONS

Research and publications are traditionally not emphasized at community colleges. However, the members of an active, energetic and intellectually stimulated faculty tend to conduct research and to publish as a way of keeping current in their disciplines.

Following are lists of articles and papers which have been published during the past two calendar years by the faculty of Montgomery College.

Faculty Publications
Reported in 1976

Brodey, Martin H. (Rockville Campus). "Communication Training and the 'Professional'," Journal of Public Communication, Volume 1, Fall 1976.

Lockwood, Allison (Rockville Campus). "A President in a Two-Family House," The Wall Street Journal, August 19, 1976; reprinted in Smith Alumnae Quarterly, November, 1976 and in The Catholic Digest, December, 1976.

Lowrey, Burling (Rockville Campus). "The Dehumanization of Sports," Virginia Quarterly Review, Winter, 1976.

McDermott, Paul D. (Rockville Campus). "Maps of the Mullan Road," February 1976 issue of Proceedings of the American Congress of Surveying and Mapping.

McDermott, Paul D. (Rockville Campus). "The Design of Fictional Maps," Proceedings of the American Congress of Surveying and Mapping.

Miller, Dr. LaVerne W. (Takoma Park Campus). "Teaching with the Telephone - A Classroom Instructional Tool in a Community College," to be published in the first comprehensive volume on the use of telephones in education in the United States.

Miller, Dr. LaVerne W. (Takoma Park Campus). Review of a film on transportation services (untitled), May 1976 quarterly Science Books and Films.

Simonds, Dr. Peggy (Takoma Park Campus). Review of "Medal of Honor Rag," by Tom Cole, Educational Theatre Journal, Volume 28, No. 3, October, 1976.

Faculty Publications
Reported in 1977

Beem, Dr. Kenneth A. (Rockville Campus). Ecology and Systematics of Foraminifera in Two Thalassia Habitats, Jamaica, West Indies (co-author), Smithsonian Institution Press, 1977.

Bleich, Dr. Harold (Takoma Park Campus). The Philosophy of Herbert Marcuse, 1977.

Day, Donald K. (Rockville Campus). "Sound and Light in the Arts," American Journal of Physics, Vol. 44, No. 12, December 1976.

Day, Donald (Rockville Campus). "A Safe Pyrex 'Vanishing Solution'," The Physics Teacher, October 1977 issue.

Fahey, Richard (Rockville Campus). "The Disappearance of the Unseen (Evaporating Black Holes)," March 1977 issue of the Bulletin of the Astronomical Society of India.

Guyton, Garland S. and Henry F. Schulz (Rockville Campus). Introductory Algebra - A Tape-Workbook Approach, 1974. Revised (1976).

Miller, Dr. LaVerne W. (Takoma Park Campus). "The Problems of Faculty as Professionals," MAHE Journal, Volume 1, Issue 2 Summer, 1977.

Moerman, Constance (Takoma Park Campus). "The Alive Body: An Exploration Into Dance/Movement Therapy; Its Genesis, Rationale and Applications," Voices, Summer 1976 issue (a journal of the American Academy of Psychotherapists).

O'Brien, Dr. James T. (Rockville Campus). "Elastic Electron Scattering from the Isotopes ^{36}Ar and ^{40}Ar," Nuclear Physics, Volume A274 (1976), pp. 28-44.

Plastas, Dr. Linda A. (Rockville Campus) and Dr. Harold J. Plastas (Takoma Park Campus). A Survey of Backcountry Water Quality in Great Smoky Mountains National Park, December 1976. (Management report for the Department of the Interior, National Park Service.)

Simonds, Dr. Peggy (Takoma Park Campus). Review of "Julius Caesar" by William Shakespeare, performed by the Yale Repertory Theatre, New Haven, Connecticut, October 1, 1976, March 1977 issue of Educational Theatre Journal.

Simonds, Dr. Peggy (Takoma Park Campus). "Moliere's Satiric Use of the Deus Ex Machina in Tartuffe," March 1977 issue of Educational Theatre Journal.

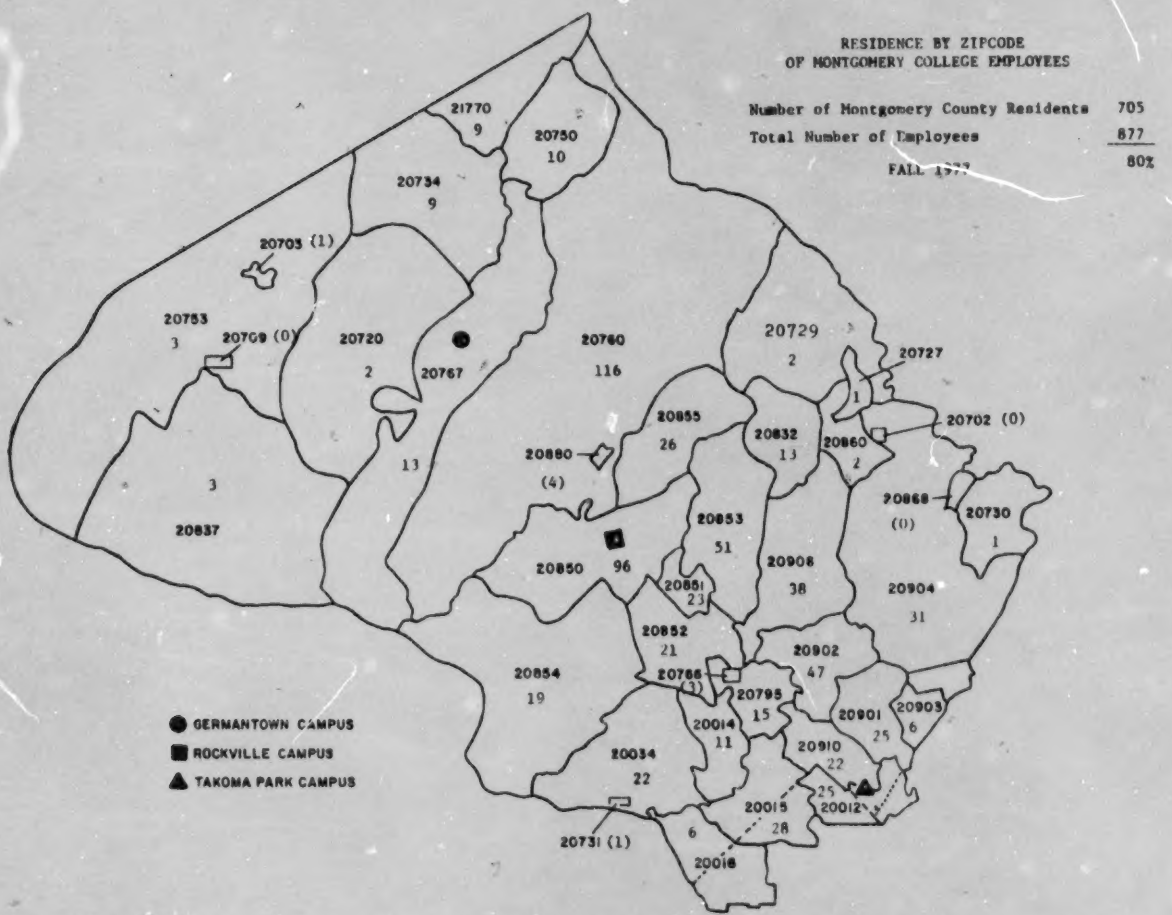
Simonds, Dr. Peggy (Takoma Park Campus). Review of "Much Ado About Nothing" by William Shakespeare, performed by the Folger Theatre Group, Washington, D. C., December 1976, October 1977 issue of the Educational Theatre Journal.

Source: Dean of Faculty

RESIDENCE OF FACULTY, STAFF AND ADMINISTRATORS

Of the total full-time college personnel engaged by the College, eighty percent live within Montgomery County. Someone from the College lives in almost every postal zone of the County. Figure A is a map of the postal zip codes and indicates the geographically widespread distribution of the residences of college personnel.

FIGURE A



THE ROCKVILLE CAMPUS

In the fall of 1977 the 11,277 students enrolled on the Rockville Campus were served by 274 full-time and 243 part-time faculty members. The full-time faculty represented 15 disciplines as defined by the National Center for Education Statistics. However, the campus is organized into 22 academic departments including the Library, Learning Resources, and Student Personnel. The distribution of the full-time faculty by rank and sex is presented here by both discipline and academic department. Several disciplines are lodged in some of the departments, while some disciplines may be found in more than one department. Following Table II is a list of the departments and the corresponding disciplines.

Of the 274 full-time faculty, 23 percent were Professors, 35 percent were Associate Professors, 30 percent were Assistant Professors, 5 percent were Instructors, and 7 percent were Lecturers (Table I).

Of the total there were 186 (68%) males and 88 (32%) females. Seventy-six percent of the Professors, 68 percent of the Associate Professors, 65 percent of the Assistant Professors, 62 percent of the Instructors, and 60 percent of the Lecturers were male. Females were in all disciplines except Business and Management, Engineering, and Mechanical and Engineering Technologies. All but 5 of the 22 academic departments had full-time female faculty members (Table II).

All but one discipline, Mechanical and Engineering Technologies, reported at least one Professor while Engineering was the only discipline without an Associate or Assistant Professor. Seven disciplines had at least one Instructor and 12 disciplines had Lecturers. All departments

but three had at least one Professor.

Of the 274 full-time faculty on the Rockville Campus in the fall of 1977, 88 percent were tenured (Table III). Of these tenured faculty, 97 percent were white, 2 percent were black, and 1 percent were of other racial/ethnic groups. The majority of the untenured faculty held the rank of Lecturer and most were white.

Of the 24 part-time faculty on the Rockville Campus, 61 percent were male and 39 percent were female (Table IV). Minority racial/ethnic groups were represented by 3 percent of the part-time faculty.

Over two-thirds of the faculty are between 31 and 50 years of age and less than one-fourth are 51 or older (Table V). Female members of the faculty tend to be older than their male counterparts (Figure B).

The high level of academic and professional achievement of the faculty is reflected in the fact that 94 percent hold a master's or higher degree. Almost one-fourth of all faculty members have earned a doctorate (Table VI) (Figure C). Following is a list of the twenty universities with the greatest number of graduates among the Rockville faculty.

THE TWENTY UNIVERSITIES WITH THE GREATEST NUMBER OF GRADUATES AMONG THE ROCKVILLE FACULTY* - IN RANK ORDER

University of Maryland

American University

George Washington University

Catholic University of America

Columbia University

University of North Carolina

University of Chicago

Georgetown University

University of Rochester

Syracuse University

University of California at Berkeley

Harvard University

Indiana University

Johns Hopkins University

Kansas State University

Massachusetts Institute of Technology

University of Michigan

Pennsylvania State University

Boston University

University of Illinois

*By highest earned degree - does not include institutions from which other degrees were earned.

The stability of an institution is reflected in the years of service logged by its personnel. Over a fourth of the faculty at the Rockville Campus have been with the College since the Campus opened in 1965 (Table VII). Many of these persons taught at the Takoma Park Campus prior to that date. The distribution of years of service for the rest of the faculty reflects the growth of the Campus over the past 12 years. Stability is strongly evident in the distribution.

Montgomery College has the highest average faculty salary of all the community colleges in the State of Maryland. The collegewide average for all ranks as of fall 1977 was $21,354. While rank and

salary are not directly related, there is a high correlation between the two. For example, the average academic year salary for Professors at Montgomery College is $25,248, for Associate Professors it is $22,336, for Assistant Professors it is $18,637, and for the Instructors it is $16,592. The salary distribution for the Rockville Campus is presented in Figure D.

In the fall of 1977 there were 7 administrators and 232 full-time staff personnel at the Rockville Campus for a total of 239 persons (Table VIII). This number was about evenly divided between males and females. Twelve percent were black, 82 percent were white, and 6 percent were of other racial/ethnic groups, which is comparable to the County population of which 4 percent is black and 85 percent is white. The salary distribution of staff personnel is presented as a composite for the entire College in the last section of this report which deals with Central Administration.

Additionally, there were 24 part-time staff on the campus during the fall of 1977. Nine of these were male and 15 were female (Table IX). Three represented black or other minority racial/ethnic groups and the remaining 21 were white.

TABLE I

ROCKVILLE CAMPUS

THE RANK AND SEX OF FULL-TIME FACULTY IN EACH DISCIPLINE

FALL 1977

DISCIPLINE	PROFESSORS		ASSOC. PROFS.		ASST. PROFS.		INSTRUCTORS		LECTURERS		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Biological Sciences	2	1	2	0	5	1	0	0	0	0	9	2	11
Business and Management	3	0	1	0	1	0	0	0	2	0	7	0	7
Education	4	1	1	1	5	1	1	0	0	1	11	4	15
Engineering	1	0	0	0	0	0	0	0	1	0	2	0	2
Fine and Applied Arts	6	2	7	5	8	2	1	3	0	1	22	13	35
Letters (Liberal Arts)	5	3	11	8	6	9	3	0	0	0	25	20	45
Mathematics	3	2	9	5	3	4	0	0	1	0	16	11	27
Physical Sciences	5	0	7	2	2	1	0	0	2	1	16	4	20
Psychology	1	0	2	2	2	1	1	0	0	0	6	3	9
Social Sciences	3	2	9	4	7	5	0	1	1	0	20	12	32
Interdisciplinary Studies	5	0	6	3	8	3	1	1	0	1	20	8	28
Bus. & Commerce Tech.	5	4	4	1	3	1	1	0	4	2	17	8	25
Data Processing Tech.	1	0	2	0	0	1	0	0	0	1	3	2	5
Mech. & Eng. Tech.	0	0	4	0	1	0	0	0	1	0	6	0	6
Public Service Tech.	3	0	1	0	2	0	0	0	0	1	6	1	7
TOTAL BY SEX	47	15	66	31	53	29	8	5	12	8	186	88	274
TOTAL BY RANK	62		97		82		13		20		274		

Note: The disciplines are not synonymous with academic departments on the campus.

TABLE II

ROCKVILLE CAMPUS

THE RANK AND SEX OF FULL-TIME FACULTY IN EACH ACADEMIC DEPARTMENT OF THE CAMPUS

FALL 1977

ACADEMIC DEPARTMENT	PROFESSORS		ASSOC. PROFS.		ASST. PROFS.		INSTRUCTORS		LECTURERS		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Art	2	0	2	2	5	2	0	2	0	1	9	7	16
Biology	2	1	2	0	5	1	0	0	0	0	9	2	11
Bus. Adm. & Economics	3	0	1	0	3	0	0	0	3	0	10	0	10
Chemistry	3	0	2	2	0	1	0	0	1	1	6	4	10
Eng. & Eng. Tech.	1	0	4	1	1	0	0	0	2	0	8	0	8
English & Philosophy	5	2	10	7	6	9	3	0	0	0	24	18	42
History	2	1	2	2	2	1	0	0	0	0	6	4	10
Learning Resources	0	0	1	0	2	0	0	0	0	0	3	0	3
Library	0	0	1	2	2	2	0	1	0	0	3	5	8
Management Tech.	3	0	4	0	1	2	0	0	0	2	8	4	12
Mathematics	3	2	9	5	3	4	0	0	1	0	16	11	27
Modern Foreign Lang.	1	2	1	1	0	0	0	0	0	0	2	3	5
Music	3	0	4	2	2	0	0	0	0	0	9	2	11
Physical Education	7	1	1	1	5	1	1	0	0	1	14	4	18
Physics & Geoscience	2	0	5	0	2	0	0	0	1	0	10	0	10
Political Science	1	1	5	0	3	0	0	0	1	1	10	2	12
Psychology	1	0	2	2	2	1	1	0	0	0	6	3	9
Office Education	0	4	0	1	0	0	0	0	0	1	0	6	6
Sociology & Anthrop.	0	0	3	2	4	4	0	1	0	0	7	7	14
Speech and Drama	0	1	1	1	1	0	1	1	0	0	3	3	6
Student Personnel	5	0	4	1	4	1	1	0	0	2	14	3	17
Visual Comm. Tech.	3	0	2	0	0	0	1	0	3	0	9	0	9
TOTAL BY SEX	47	15	66	31	53	29	8	5	12	8	186	88	274
TOTAL BY RANK	62		97		82		13		20		274		

DISCIPLINES LODGED IN ACADEMIC DEPARTMENTS ON THE ROCKVILLE CAMPUS

DEPARTMENT	DISCIPLINE
Art	Fine and Applied Arts
Biology	Biological Sciences
Business Administration and Economics	Business and Management Business and Commerce Technologies
Chemistry	Physical Sciences
Engineering and Engineering Technologies	Engineering Mechanical and Engineering Tech.
English and Philosophy	Letters
History	Social Sciences
Learning Resources	Interdisciplinary Studies
Library	Interdisciplinary Studies
Management Technologies	Business and Commerce Technologies Data Processing Technologies
Mathematics	Mathematics
Modern Foreign Languages	Foreign Languages
Music	Fine and Applied Arts
Physical Education	Education Public Service Related Technologies
Physics and Geoscience	Physical Sciences
Political Science	Social Sciences Public Service Related Technologies
Psychology	Psychology
Office Education	Business and Commerce Technologies
Sociology and Anthropology	Social Sciences
Speech and Drama	Fine and Applied Arts Letters
Student Personnel	Interdisciplinary Studies
Visual Communication Technology	Business and Commerce Technologies

TABLE III

ROCKVILLE CAMPUS

THE RANK, RACE/ETHNIC GROUP, AND SEX
OF TENURED AND UNTENURED FACULTY
FALL 1977

FACULTY	BLACK		OTHER RACIAL/ ETHNIC GROUP		WHITE		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Total
FACULTY WITH TENURE									
Professors	1	1			45	14	46	15	61
Assoc. Professors			1	1	63	30	64	31	95
Asst. Professors	2				47	26	49	26	75
Instructors				1	7	3	7	4	11
Lecturers							0	0	0
Subtotal by Sex	3	1	1	2	162	73	166	76	242
Subtotal by Race	4		3		235		242		
FACULTY WITHOUT TENURE									
Professors					1		1	0	1
Assoc. Professors					2		2	0	2
Asst. Professors					4	3	4	3	7
Instructors					1	1	1	1	2
Lecturers			1		13	6	14	6	20
Subtotal by Sex	0	0	1	0	21	10	22	10	32
Subtotal by Race	0		1		31		32		
TOTAL BY SEX	3	1	2	2	183	83	188	86	274
TOTAL BY RACE	4		4		266		274		

TABLE IV

ROCKVILLE CAMPUS

THE RACE/ETHNIC GROUP AND SEX OF

PART-TIME FACULTY

FALL 1977

RACE/ETHNIC GROUP	MALE	FEMALE	TOTAL
Black	1	0	1
Other	5	1	6
White	143	93	236
TOTAL	149	94	243

TABLE V

ROCKVILLE CAMPUS

THE AGE DISTRIBUTION OF FULL-TIME FACULTY

AGE GROUP	PERCENT
21 - 30	7%
31 - 40	37%
41 - 50	32% - Median
51 - 60	19%
61 - 70	5%

FIGURE B

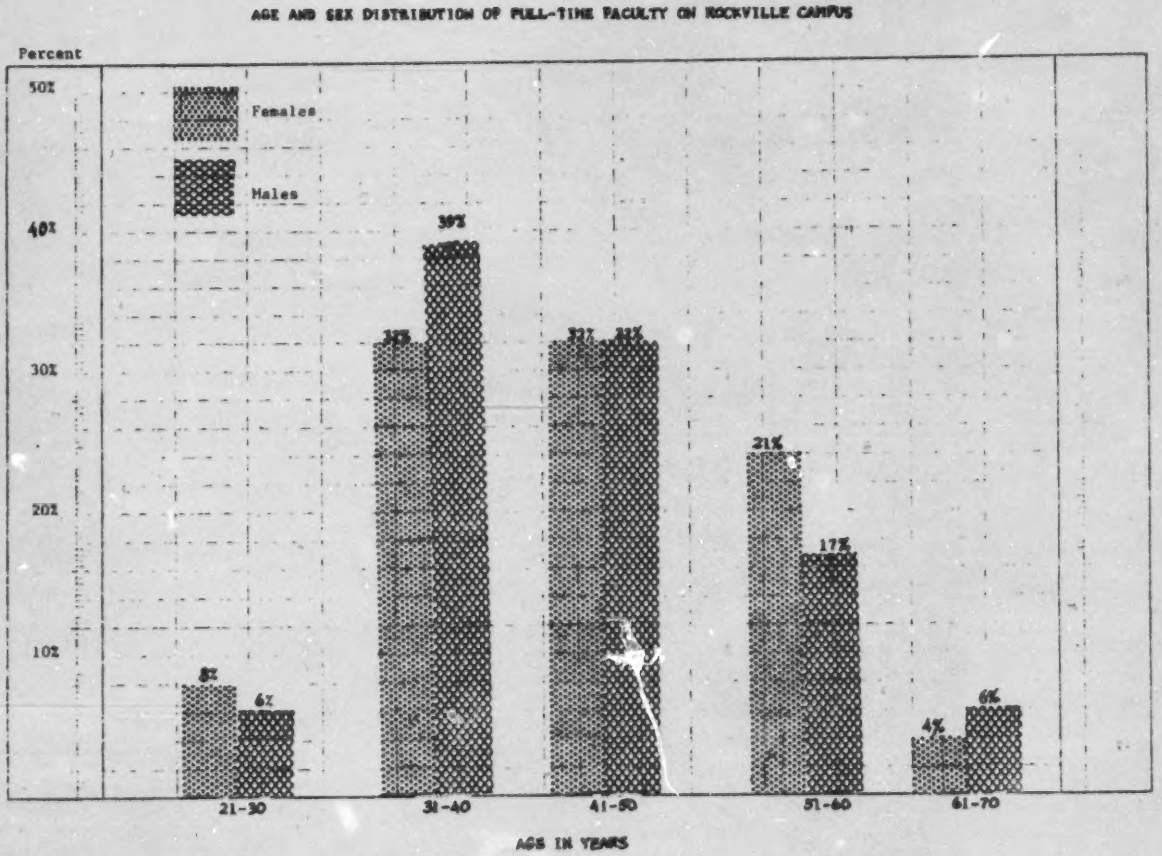


TABLE VI

ROCKVILLE CAMPUS

THE HIGHEST DEGREES HELD BY FULL-TIME FACULTY

DEGREE	PERCENT
Associate	1%
Bachelor's	5%
Master's	71%
Doctorate	23%
Other	-

FIGURE C

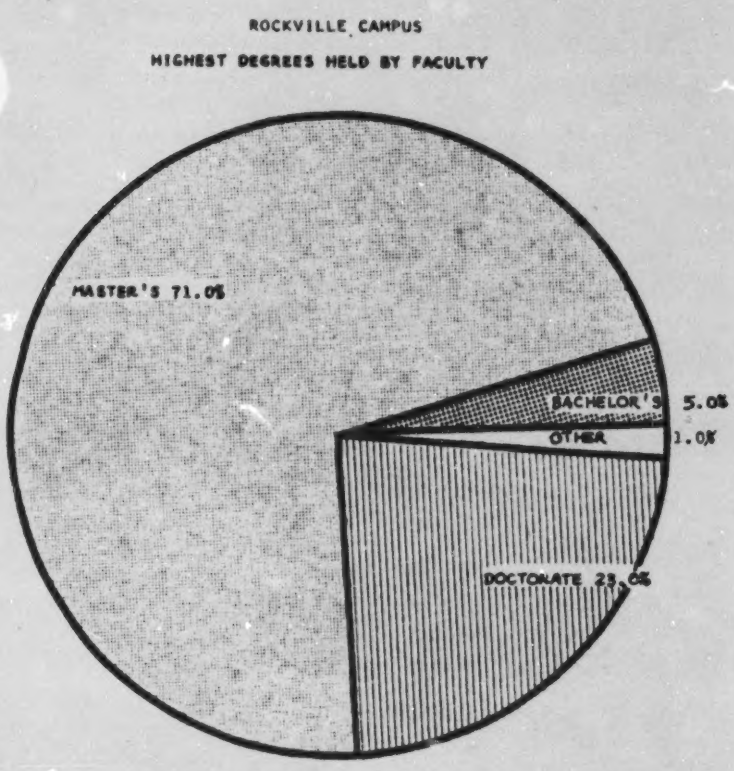


TABLE VII

ROCKVILLE FACULTY

YEARS OF SERVICE

YEARS	PERCENTAGE
0 - 2	4%
3 - 4	7%
5 - 6	23%
7 - 8	18%
9 - 10	22%
11 - 12	14%
13 - 14	4%
15 - 16	3%
More than 16	5%

FIGURE D

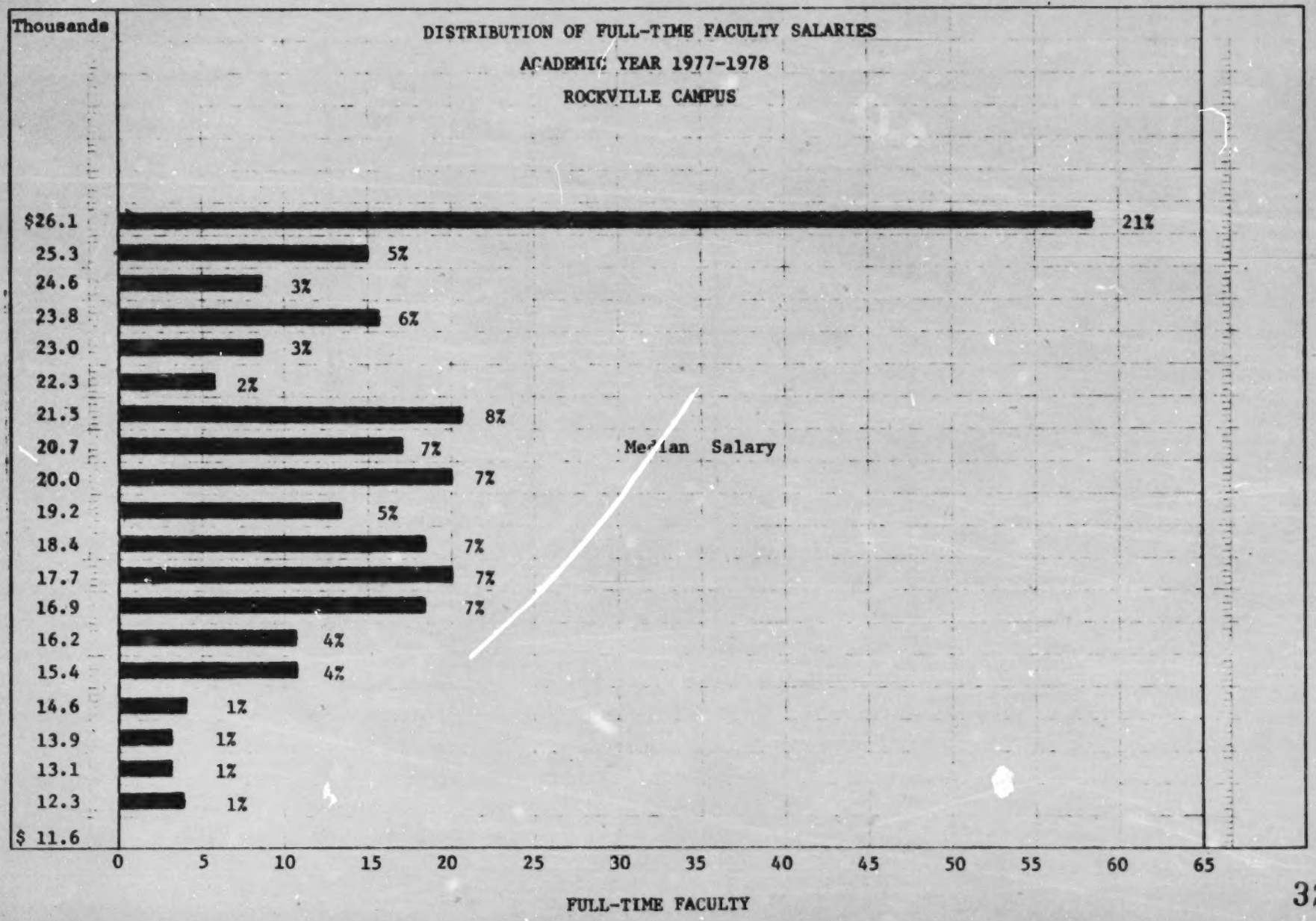

DISTRIBUTION OF FULL-TIME FACULTY SALARIES
ACADEMIC YEAR 1977-1978
ROCKVILLE CAMPUS
Thousands
$26.1
25.3
24.6
23.8
23.0
22.3
21.5
20.7
20.0
19.2
18.4
17.7
16.9
16.2
15.4
14.6
13.9
13.1
12.3
$ 11.6
21%
5%
3%
6%
3%
2%
8%
7%
7%
5%
7%
7%
7%
4%
4%
1%
1%
1%
1%
Median Salary
0
5
10
15
20
25
30
35
40
45
50
55
60
65
FULL-TIME FACULTY

TABLE VIII

ROCKVILLE CAMPUS

THE RACE/ETHNIC GROUP AND SEX DISTRIBUTION OF ADMINISTRATIVE AND STAFF PERSONNEL BY OCCUPATIONAL CATEGORY

FALL 1977

OCCUPATIONAL CATEGORY	BLACK		OTHER RACIAL/ ETHNIC GROUP		WHITE		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Total
Administrators	0	0	0	0	7	0	7	0	7
Professional Staff	0	0	0	0	2	5	2	5	7
Secretarial/ Clerical	0	2	0	3	7	78	7	83	90
Technical/ Paraprofessional	2	0	1	1	25	11	28	12	40
Skilled Crafts	2	0	0	0	7	0	9	0	9
Service/ Maintenance	18	6	5	4	40	13	63	23	86
TOTAL BY SEX	22	8	6	8	88	107	116	123	239
TOTAL BY RACE	30		14		195		239		

TABLE IX

ROCKVILLE CAMPUS

THE RACE/ETHNIC GROUP AND SEX DISTRIBUTION OF
PART-TIME STAFF PERSONNEL BY OCCUPATIONAL CATEGORY

FALL 1977

OCCUPATIONAL CATEGORY	BLACK		OTHER RACIAL/ ETHNIC GROUP		WHITE		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Total
Professional Staff									
Secretarial/ Clerical					1	10	1	10	11
Technical/ Paraprofessional	1			1	3	1	4	2	6
Skilled Crafts									
Service/ Maintenance	1				3	3	4	3	7
TOTAL BY SEX	2		1		7	14	9	15	24
TOTAL BY RACE	2		1		21		24		

THE TAKOMA PARK CAMPUS

In the fall of 1977 there were 2,788 students enrolled on campus, off campus, and in the College of the Air program at Takoma Park. These students were served by 85 full-time and 71 part-time faculty, 5 administrators, and 90 full-time and 6 part-time staff personnel.

The faculty were distributed across 14 disciplines as defined by the National Center for Education Statistics. The campus is organized into 17 academic departments including Learning Resources, Library, and Student Personnel. The distribution of the full-time faculty by rank and sex is presented here by both discipline and academic department. In some departments there is more than one discipline represented and some of the disciplines are found in more than one department. Following Table XI is a list of the academic departments and the corresponding disciplines.

Forty-one percent of the full-time faculty held the rank of Professor, 31 percent held the rank of Associate Professor, 14 percent were Assistant Professors, 1 percent were Instructors, and 13 percent were Lecturers (Table X).

Forty-four percent of the full-time faculty members were male and 56 percent were female. Sixty percent of the Professors were female, 42 percent of the Associate Professors were female, 50 percent of the Assistant Professors were female, the one Instructor was male, and 91 percent of the Lecturers were female. Male faculty members were in all disciplines except Foreign Languages and Business and Commerce Technologies, while there were females in all disciplines except Business and Management

and Data Processing Technologies. There were full-time male faculty in all departments except Learning Resources, Nursing, and Office Education, and female faculty in all departments except Business Administration and Economics (Table XI).

There was at least one Professor in all disciplines except Business and Management, and Data Processing Technologies. The Associate Professor or Assistant Professor rank was held by at least one faculty member in all disciplines except Foreign Languages, Business and Commerce Technologies, and Data Processing Technologies. Forty-four percent of the females and 38 percent of the males were Professors. All departments but one had at least one Professor.

Eighty-five percent of the faculty were tenured as of fall 1977 (Table XII), and among these the male/female ratio was one. Seventy-one of the tenured faculty were white and one was black. Almost half of the tenured faculty members were Professors, 36 percent were Associate Professors, and 15 percent were Assistant Professors. Most of the faculty without tenure were Lecturers and most were white.

There were 71 part-time faculty at Takoma Park in the fall of 1977 and of these, 38 percent were male and 62 percent were female. Two part-time faculty members represented minority groups (Table XIII).

The median age of the full-time faculty was between 41 and 50 years (Table XIV), and slightly more than a fourth of the members were over 50 while two-fifths were forty or younger. The women tended to be older than the men (Figure E).

A third of the faculty members have earned doctoral degrees and almost two-thirds hold a master's or other professional degree (Table XV),

indicating the high level of academic and professional development which characterizes the Takoma Park faculty (Figure F).

The faculty of the Takoma Park Campus has a history of stability as evidenced by the many long service records held by its members (Table XVI). Twenty-eight percent of the 85 faculty members have served at the College for 11 or more years. The distribution of the years of service also reflects the development of new programs and replacement of faculty who have retired after long and distinguished teaching careers at Montgomery College.

The stability of the Takoma Park faculty is also shown in the academic year salary distribution in which almost one-third are on the top step of the scale (Figure G). The average salary is $22,245 which is substantially higher than the collegewide average of $21,354. The median salary for the Campus is even higher at $23,000.

There were 90 full-time staff and 5 administrators on the Takoma Park Campus in the fall of 1977. Forty-four percent were male and 56 percent were female (Table XVII). The racial or ethnic composition of the staff and administrators was 22 percent black, 77 percent white, and 1 percent from other racial/ethnic groups; in Montgomery County, 85 percent of the population is white and 4 percent is black.

There were 6 part-time staff at Takoma Park. One was male and five were female; all were white (Table XVIII).

The salary distribution for all administrators and full-time staff is presented in the Central Administration section of this report.

TABLE X

TAKOMA PARK CAMPUS

THE RANK AND SEX OF FULL-TIME FACULTY IN EACH DISCIPLINE
FALL 1977

DISCIPLINE	PROFESSORS		ASSOC. PROFS.		ASST. PROFS.		INSTRUCTORS		LECTURERS		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Biological Sciences	0	1	3	1							3	2	5
Bus. & Management					1	0					1	0	1
Education	2	1	1	1							3	2	5
Fine & Applied Arts	0	1	1	0	0	1					1	2	3
Foreign Languages	0	1									0	1	1
Letters (Liberal Arts)	3	1	3	2							6	3	9
Mathematics	1	1	1	1	2	0					4	2	6
Physical Sciences	1	1	1	0	1	1					3	2	5
Psychology	0	1	2	0							2	1	3
Social Sciences	1	2	1	1	1	0					3	3	6
Interdisciplinary Stud.	3	4	1	1	0	3	1	0	0	1	5	9	14
Bus. & Commerce Tech.	0	1							0	2	0	3	3
Data Processing Tech.									1	0	1	0	1
Health & Paramed.Tech.	3	6	1	4	1	1			0	7	5	18	23
TOTAL BY SEX	14	21	15	11	6	6	1	0	1	10	37	48	85
TOTAL BY RANK	35		26		12		1		11		85		

TABLE XI

TAKOMA PARK CAMPUS

THE RANK AND SEX OF FULL-TIME FACULTY IN EACH ACADEMIC DEPARTMENT OF THE CAMPUS

FALL 1977

DEPARTMENT	PROFESSORS		ASSOC. PROFS.		ASST. PROFS.		INSTRUCTORS		LECTURERS		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Biology	0	2	3	1					0	2	3	5	8
Bus. Adm. & Economics					1	0					1	0	1
Chemistry	1	0	1	0	1	1					3	1	4
Creative Arts	0	1	1	1	0	1					1	3	4
Dental Auxiliaries	1	0	0	1	0	1			0	1	1	3	4
English	2	1	3	1							5	2	7
Foreign Languages, Government and History	0	2	0	1	1	0					1	3	4
Learning Resources	0	2	0	1							0	3	3
Library	1	1			0	2					1	3	4
Mathematics	1	1	1	1	2	0			1	0	5	2	7
Nursing	0	4	0	3					0	3	0	10	10
Physical Education, Health, & Athletics	2	1	1	1							3	2	5
Physics and Engineering	1	1	1	0	1	0			0	1	3	2	5
Psychology	2	2	2	0							4	2	6
Office Education	0	1							0	2	0	3	3
Sociology	1	1	1	0							2	1	3
Student Personnel	2	1	1	0	0	1	1	0		1	4	3	7
TOTAL CAMPUS	14	21	15	11	6	6	1	0	1	10	37	48	85

DISCIPLINES LODGED IN ACADEMIC DEPARTMENTS ON THE TAKOMA PARK CAMPUS

DEPARTMENT	DISCIPLINE
Biology	Biological Sciences Health Services and Paramed. Tech.
Business Administration and Economics	Business and Management
Chemistry	Physical Sciences
Creative Arts	Fine and Applied Arts Letters
Dental Auxiliaries	Health Services and Paramed. Tech.
English	Letters
Foreign Languages, Government and History	Foreign Languages Social Sciences
Learning Resources	Interdisciplinary Studies
Library	Interdisciplinary Studies
Mathematics	Mathematics Data Processing Technology
Nursing	Health Services and Paramed. Tech.
Physical Education, Health and Athletics	Education
Physics and Engineering	Physical Sciences Health Services and Paramed. Tech.
Psychology	Letters Psychology Health Services and Paramed. Tech.
Office Education	Business and Commerce Technologies
Sociology	Social Sciences
Student Personnel	Interdisciplinary Studies

TABLE XII

TAKOMA PARK CAMPUS

THE RANK, RACE/ETHNIC GROUP, AND SEX

OF TENURED AND UNTENURED FACULTY

FALL 1977

FACULTY WITH TENURE	BLACK		OTHER RACIAL/ ETHNIC GROUP		WHITE		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Total
Professors					14	20	14	20	34
Assoc. Professors					15	11	15	11	26
Asst. Professors	1	0			5	5	6	5	11
Instructors					1	0	1	0	1
Lecturers							0	0	0
Subtotal by Sex	1	0	0	0	35	36	36	36	72
Subtotal by Race	1		0		71		72		
FACULTY WITHOUT TENURE									
Professors					0	1	0	1	1
Assoc. Professors							0	0	0
Asst. Professors	1	0					1	0	1
Instructors							0	0	0
Lecturers					1	10	1	10	11
Subtotal by Sex	1	0	0	0	1	11	2	11	13
Subtotal by Race	1		0		12		13		
TOTAL BY SEX	2	0	0	0	36	47	38	47	85
TOTAL BY RACE	2		0		83		85		

TABLE XIII

TAKOMA PARK CAMPUS

THE RACE/ETHNIC GROUP AND SEX OF

PART-TIME FACULTY

FALL 1977

RACE/ETHNIC GROUP	MALE	FEMALE	TOTAL
Black	0	1	1
Other	1	0	1
White	26	43	69
TOTAL	27	44	71

TABLE XIV

TAKOMA PARK CAMPUS

THE AGE DISTRIBUTION OF FULL-TIME FACULTY

AGE GROUP	PERCENT
21 - 30	2%
31 - 40	38%
41 - 50	34% - Median
51 - 60	22%
61 - 70	4%

FIGURE E

AGE AND SEX DISTRIBUTION OF FULL-TIME FACULTY ON TAKOMA PARK CAMPUS

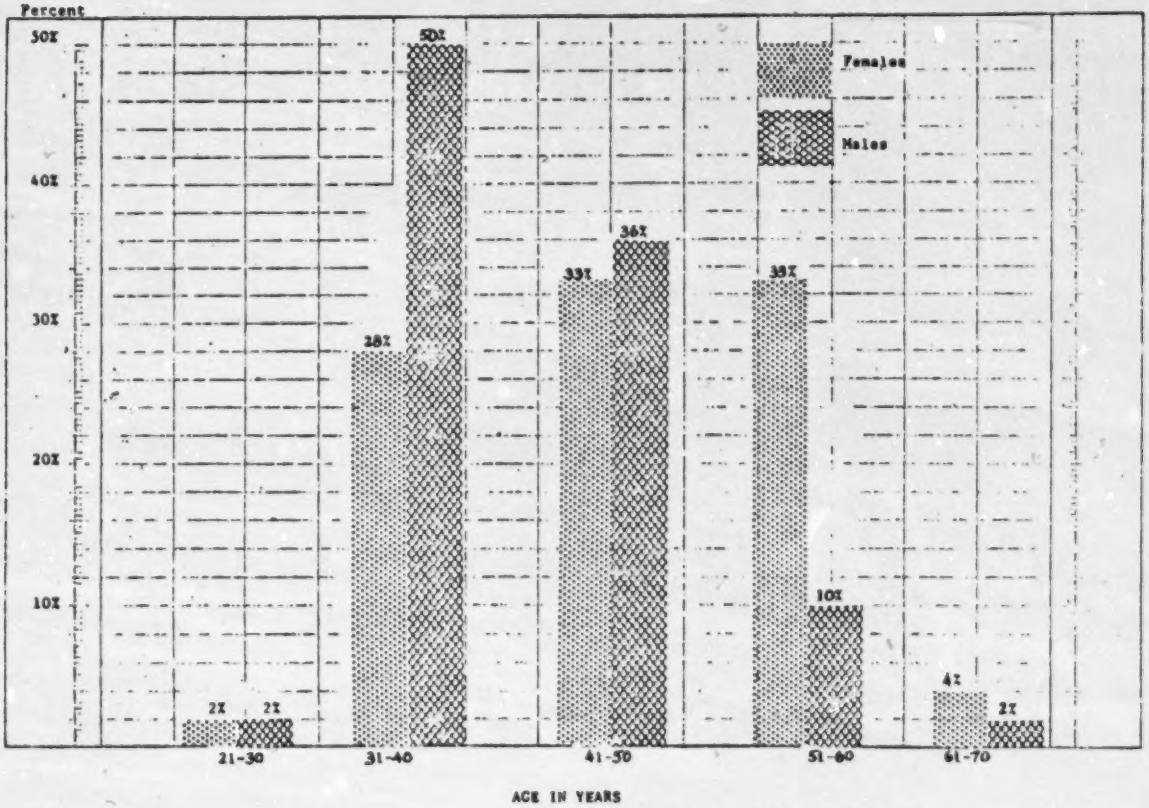


TABLE XV

TAKOMA PARK CAMPUS

HIGHEST DEGREES HELD BY FACULTY

DEGREE	PERCENT
Associate	1%
Bachelor's	3%
Master's	57%
Doctorate	33%
Other	6%

FIGURE F

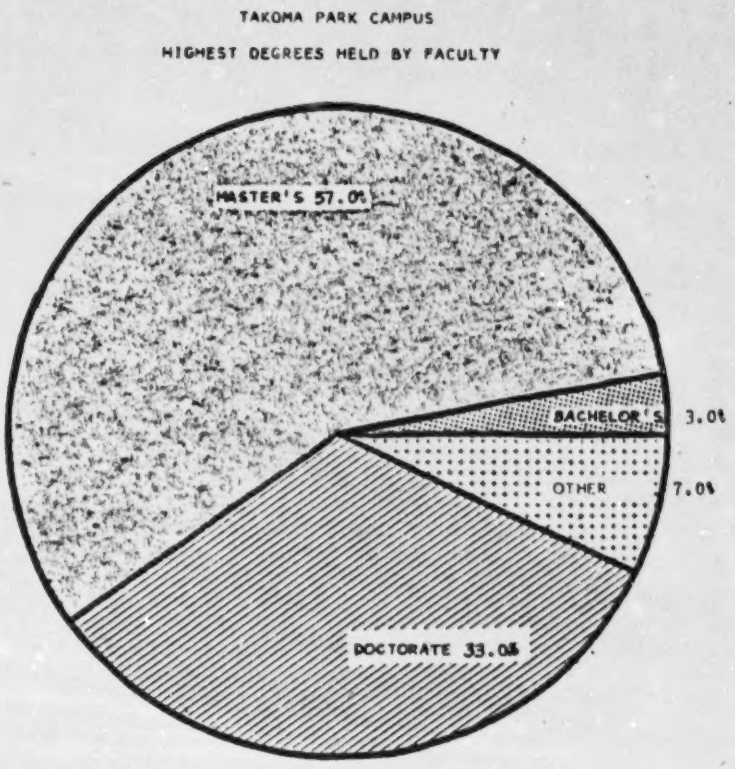


TABLE XVI

TAKOMA PARK FACULTY

YEARS OF SERVICE

YEARS	PERCENTAGE
0 - 2	13%
3 - 4	9%
5 - 6	18%
7 - 8	18%
9 - 10	14%
11 - 12	6%
13 - 14	10%
15 - 16	6%
More than 16	6%

FIGURE G

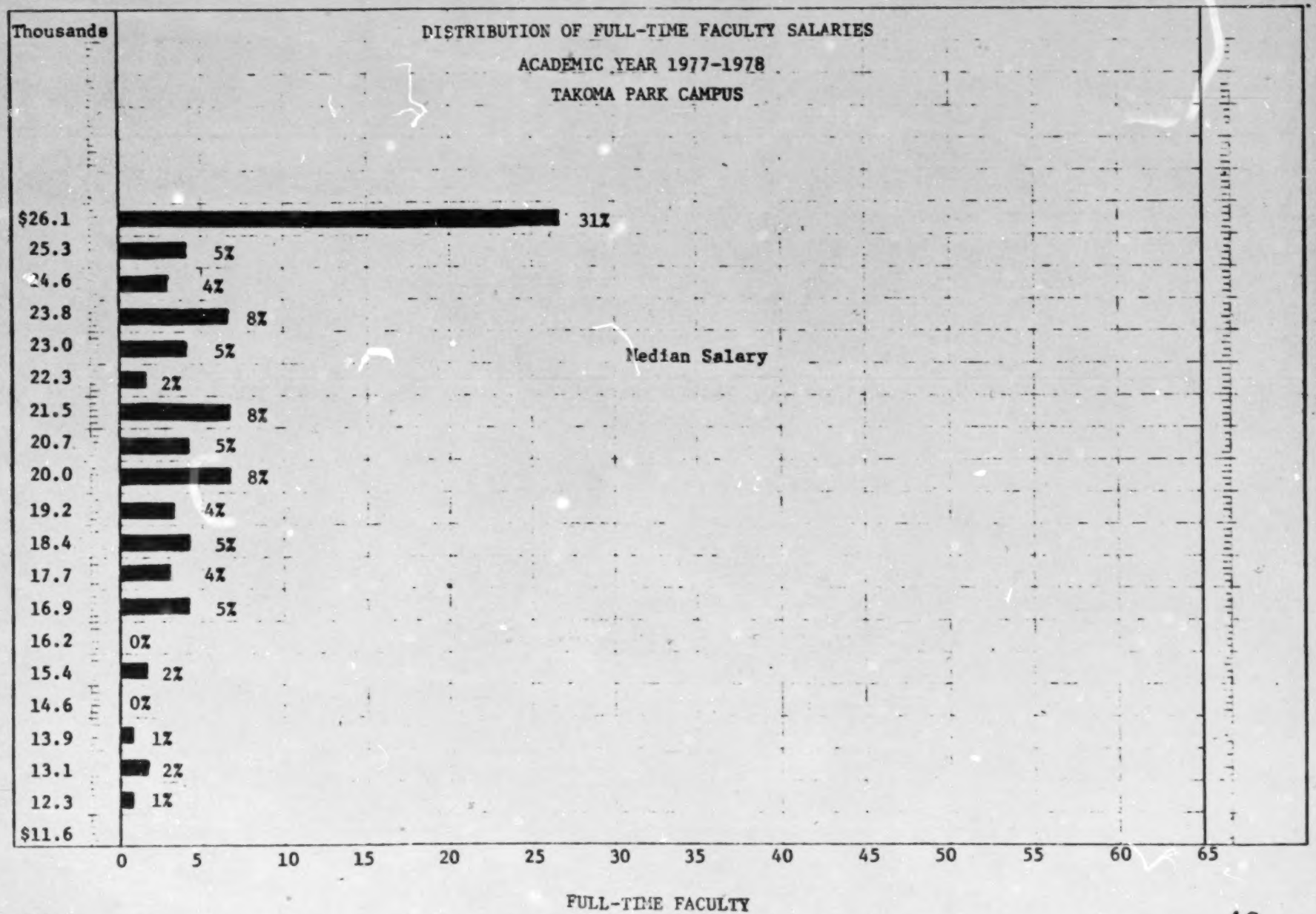

DISTRIBUTION OF FULL-TIME FACULTY SALARIES
ACADEMIC YEAR 1977-1978
TAKOMA PARK CAMPUS
Thousands
$26.1
25.3
24.6
23.8
23.0
22.3
21.5
20.7
20.0
19.2
18.4
17.7
16.9
16.2
15.4
14.6
13.9
13.1
12.3
$11.6
31%
5%
4%
8%
5%
2%
8%
5%
8%
4%
5%
4%
5%
0%
2%
0%
1%
2%
1%
Median Salary
0
5
10
15
20
25
30
35
40
45
50
55
60
65
FULL-TIME FACULTY

TABLE XVII

TAKOMA PARK CAMPUS

THE RACE/ETHNIC GROUP AND SEX DISTRIBUTION OF ADMINISTRATIVE AND STAFF PERSONNEL BY OCCUPATIONAL CATEGORY

FALL 1977

OCCUPATIONAL CATEGORY	BLACK		OTHER RACIAL/ ETHNIC GROUP		WHITE		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Total
Administrators					5		5	0	5
Professional Staff					2	6	2	6	8
Secretarial/ Clerical		2		1	1	29	1	32	33
Technical/ Paraprofessional	1				7	7	8	7	15
Skilled Crafts	1				2		3	0	3
Service/ Maintenance	11	6			12	2	23	8	31
TOTAL BY SEX	13	8	0	1	29	44	42	53	95
TOTAL BY RACE	21		1		73		95		

TABLE XVIII

TAKOMA PARK CAMPUS

THE RACE/ETHNIC GROUP AND SEX DISTRIBUTION OF

PART-TIME STAFF BY OCCUPATIONAL CATEGORY

OCCUPATIONAL CATEGORY	BLACK		OTHER RACIAL/ ETHNIC GROUP		WHITE		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Total
Professional Staff									
Secretarial/ Clerical									
Technical/ Paraprofessional					1	1	1	1	2
Skilled Crafts						4		4	4
Service/ Maintenance									
TOTAL BY SEX					1	5	1	5	6
TOTAL BY RACE					6		6		

THE GERMANTOWN CAMPUS

The first two buildings on the new Germantown Campus will open to students in the fall of 1978 and will provide a much needed educational facility for the citizens in the upper part of Montgomery County and other parts of the County. A third building for the campus will be under construction soon, and the availability of these new facilities will have a profound effect on enrollment.

In the fall of 1977 classes were held at off-campus sites which included Seneca Valley High School and the United States Bureau of Standards. Some 532* students attended classes in Germantown during the fall semester of 1977. The faculty consisted of six full-time and 25 part-time members. Five of the six full-time faculty were tenured and three were Professors (Table XIX). Two of the tenured faculty members were Associate Professors and the one untenured was a Lecturer. One of the full-time faculty was black and the other five were white. Four were male and two were female. Of the 25 part-time faculty, 16 were male, 9 were female, and all were white.

In the fall of 1977 there were two campus administrators and five staff personnel (Table XX). The staff were female and the administrators were male. There were also three part-time staff members who were female and white.

The salary distribution of the full-time faculty is shown in Figure H. The salary distribution of the administrators and full-time staff are included in the collegewide charts found in the Central Administration section of this report.

*Including students who also attended courses at other campuses.

TABLE XIX

GERMANTOWN CAMPUS

THE RANK, RACE/ETHNIC GROUP, AND SEX

OF TENURED AND UNTENURED FACULTY

FALL 1977

FACULTY WITH TENURE	BLACK		OTHER RACIAL/ ETHNIC GROUP		WHITE		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Total
Professors	0	1			1	1	1	2	3
Assoc. Professors					2	0	2	0	2
Asst. Professors							0	0	0
Instructors							0	0	0
Lecturers							0	0	0
Subtotal by Sex	0	1	0	0	3	1	3	2	5
Subtotal by Race	1		0		4		5		
FACULTY WITHOUT TENURE									
Professors							0	0	0
Assoc. Professors							0	0	0
Asst. Professors							0	0	0
Instructors							0	0	0
Lecturers					1	0	1	0	1
Subtotal by Sex	0	0	0	0	1	0	1	0	1
Subtotal by Race	0		0		1		1		
TOTAL BY SEX	0	1	0	0	4	1	4	2	6
TOTAL BY RACE	1		0		5		6		

TABLE XX

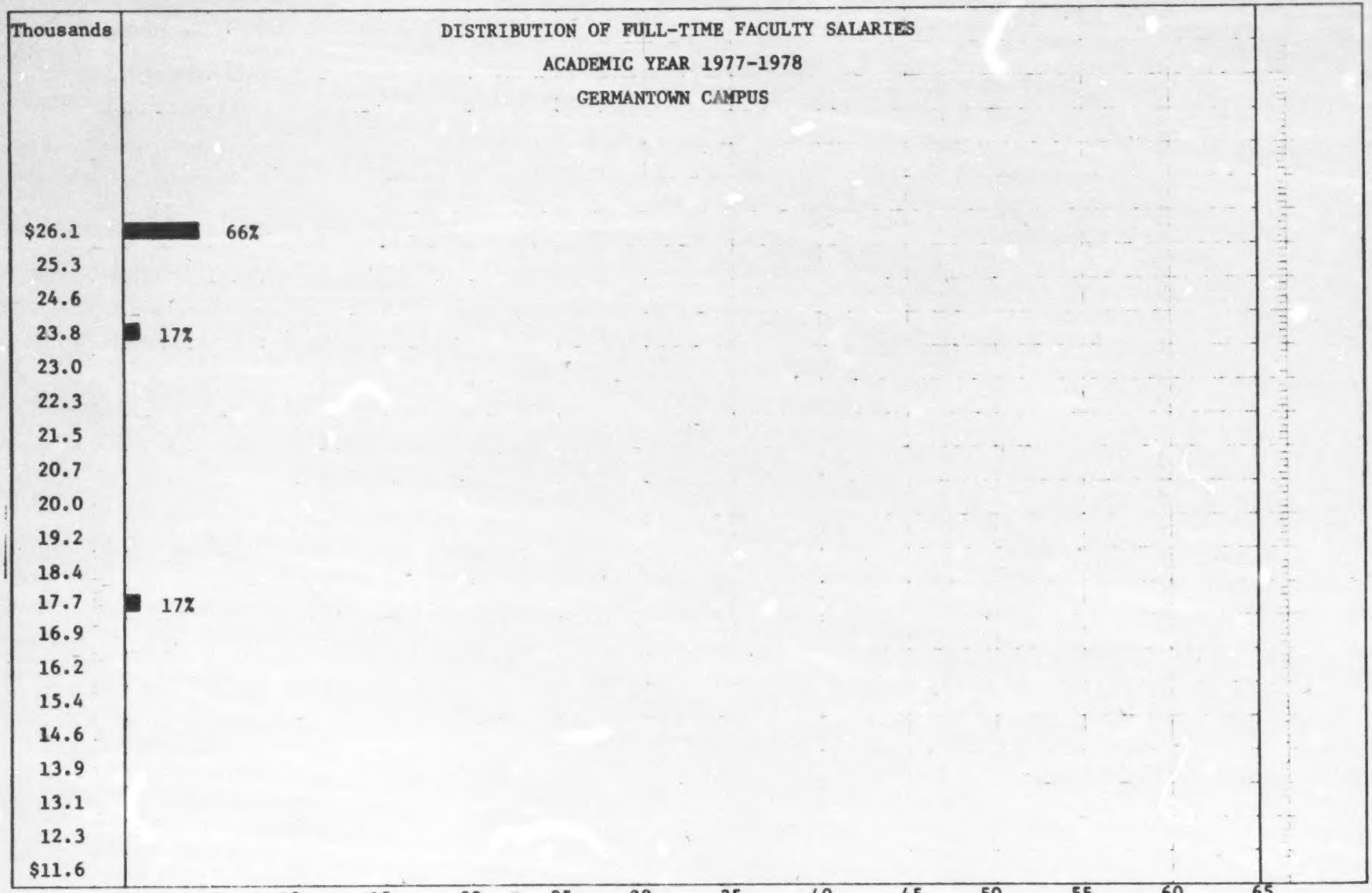
GERMANTOWN CAMPUS

THE RACE/ETHNIC GROUP AND SEX DISTRIBUTION OF ADMINISTRATIVE AND STAFF PERSONNEL BY OCCUPATIONAL CATEGORY

FALL 1977

OCCUPATIONAL CATEGORY	BLACK		OTHER RACIAL/ ETHNIC GROUP		WHITE		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Total
Administrators					2	0	2	0	2
Professional Staff							0	0	0
Secretarial/ Clerical					0	5	0	5	5
Technical/ Paraprofessional							0	0	0
Skilled Crafts							0	0	0
Service/ Maintenance							0	0	0
TOTAL BY SEX	0	0	0	0	2	5	2	5	7
TOTAL BY RACE	0		0		7		7		

FIGURE H


Thousands
DISTRIBUTION OF FULL-TIME FACULTY SALARIES
ACADEMIC YEAR 1977-1978
GERMANTOWN CAMPUS
$26.1
25.3
24.6
23.8
23.0
22.3
21.5
20.7
20.0
19.2
18.4
17.7
16.9
16.2
15.4
14.6
13.9
13.1
12.3
$11.6
66%
17%
17%
0
5
10
15
20
25
30
35
40
45
50
55
60
65
FULL-TIME FACULTY

THE CENTRAL ADMINISTRATION

THE CENTRAL ADMINISTRATION

Central Administration consists of those offices and related services which provide central administrative coordination for the Takoma Park, Rockville, and Germantown campuses and for certain centralized services for the College's total program and operation. Among the centralized services provided through this activity are: program and curriculum planning and development, community services, data processing for administrative purposes, institutional research and analysis, planning and construction of facilities, publications and public information, management procedures, insurance and benefits program, archival services, planning and development for student personnel services and admissions, budget development and administration, accounting, payroll, personnel employment and records, affirmative action, procurement, supervision of the centralized maintenance program, and coordination of inter-campus operations with the policies and procedures for the entire College.

The Central Administration provided services to 15,168 credit students, 11,566 non-credit students, 365 full-time faculty, 339 part-time faculty, 327 full-time staff, 32 part-time staff, 699 work-study students, and 14 campus administrators on the three campuses and at various off-campus sites within the County. These services were provided by 29 administrators, 142 full-time and 8 part-time staff. Following is a list of the central administrative officers of the College as of fall 1977.

CENTRAL ADMINISTRATIVE OFFICERS OF

MONTGOMERY COLLEGE

FALL 1977

President
Administrative Vice President
Academic Vice President
Director of Data Systems
Supervisor of Classification and Development
College Coordinator for Construction and Maintenance
Director of Procurement
Assistant to the Administrative Vice President
Director of Auxiliary Enterprises
Director of Finance
Director of College Facilities
Development Specialist
Director of Public Information
Dean of Community Services
Dean of Institutional Research and Analysis
Dean of Academic and Student Affairs
Supervisor of Budgeting
Supervisor of Employment and Benefits
Director of Affirmative Action
Director of Personnel
College Coordinator for Capital Programming
Supervisor of Internal Auditing
Dean of the Faculty
Administrative Assistant to the President
Director of Management Services
Director of Systems and Programming
Assistant to the President
Systems Analyst
Supervisor of Cashiers

Two-thirds of the central administrators held a master's or higher degree (Table XXI). Six percent of the full-time personnel in central administration were black, 90 percent were white, and 4 percent were of other racial/ethnic groups (Table XXII). Forty-four percent of the personnel were male and 56 percent were female. There were 8 part-time staff personnel, all of whom were female and white (Table XXII).

The administrators of the College are employed on a twelve-month basis and, except for the Vice Presidents, Campus Deans, Dean of Faculty, and Dean of Community Services whose salaries are set by the Board of Trustees, are on a 5 grade - 12 step salary schedule. Figure I presents the salary distribution of the administrators of the College.

Staff personnel are placed on a 30 grade - 7 step salary schedule. The distribution of salaries for the entire college full-time staff are shown in Figure J.

TABLE XXI

FALL 1977
HIGHEST DEGREES
HELD BY CENTRAL COLLEGE ADMINISTRATORS

Degree	Number	Percent
Bachelor's	11	38%
Master's	13	45%
Doctorate	5	17%
TOTAL	29	100%

TABLE XXII

CENTRAL ADMINISTRATION

THE RACE/ETHNIC GROUP AND SEX DISTRIBUTION OF ADMINISTRATIVE AND STAFF PERSONNEL BY OCCUPATIONAL CATEGORY

FALL 1977

OCCUPATIONAL CATEGORY	BLACK		OTHER RACIAL/ ETHNIC GROUP		WHITE		TOTALS		
	Male	Female	Male	Female	Male	Female	Male	Female	Total
Administrators	1	1			25	2	26	3	29
Professional Staff			1	0	11	13	12	13	25
Secretarial/ Clerical	2	4	0	2	3	65	5	71	76
Technical/ Paraprofessional	0	1	0	3	11	4	11	8	19
Skilled Crafts	1	0	1	0	17	0	19	0	19
Service/ Maintenance	1	0			2	0	3	0	3
TOTAL BY SEX	5	6	2	5	69	84	76	95	171
TOTAL BY RACE	11		7		153		171		

TABLE XXIII

CENTRAL ADMINISTRATION

THE RACE/ETHNIC GROUP AND SEX OF

PART-TIME STAFF BY OCCUPATIONAL CATEGORY

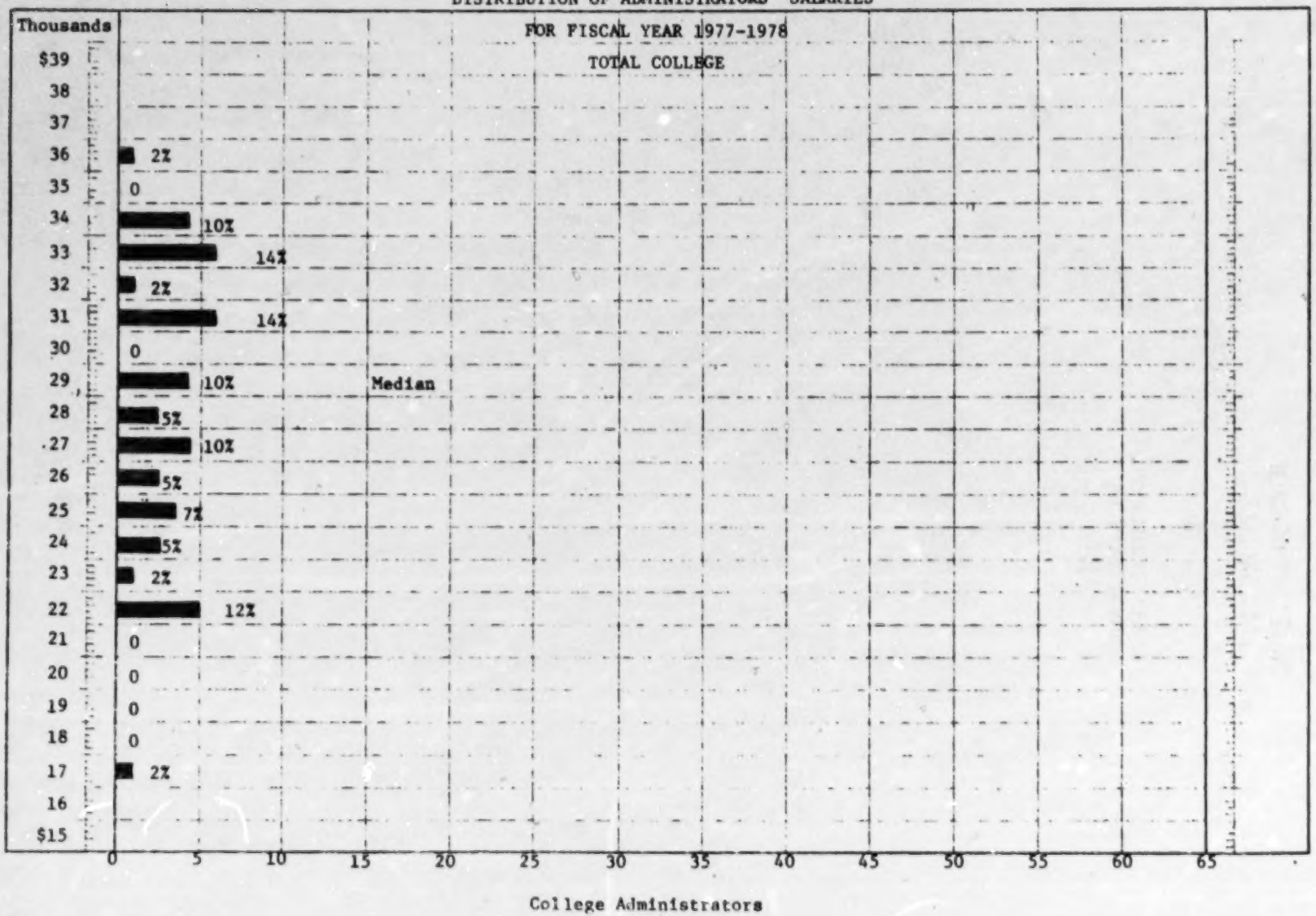
OCCUPATIONAL CATEGORY	BLACK		OTHER RACIAL/ ETHNIC GROUP		WHITE		TOTAL		
	Male	Female	Male	Female	Male	Female	Male	Female	Total
Professional Staff									
Secretarial/ Clerical					0	7	0	7	7
Technical/ Paraprofessional					0	1	0	1	1
Skilled Crafts									
Service/ Maintenance									
TOTAL BY SEX					0	8	0	8	8
TOTAL BY RACE					8		8		

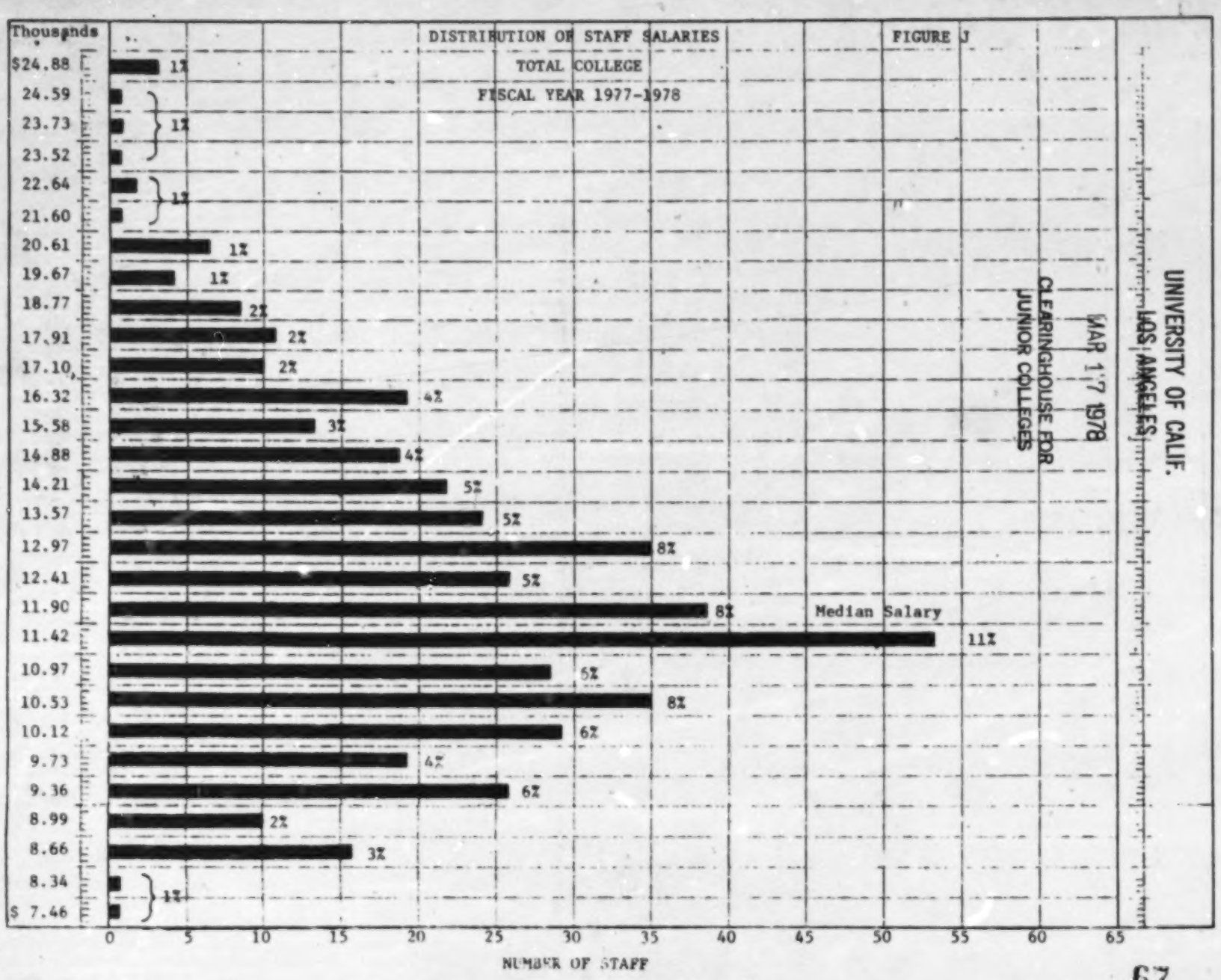
FIGURE I

DISTRIBUTION OF ADMINISTRATORS' SALARIES

FOR FISCAL YEAR 1977-1978

TOTAL COLLEGE




DISTRIBUTION OF STAFF SALARIES
TOTAL COLLEGE
FISCAL YEAR 1977-1978
FIGURE J
Thousands
$24.88
24.59
23.73
23.52
22.64
21.60
20.61
19.67
18.77
17.91
17.10
16.32
15.58
14.88
14.21
13.57
12.97
12.41
11.90
11.42
10.97
10.53
10.12
9.73
9.36
8.99
8.66
8.34
$ 7.46
1%
1%
1%
1%
2%
2%
2%
4%
3%
4%
5%
5%
8%
5%
8%
11%
5%
8%
6%
4%
6%
2%
3%
1%
Median Salary
0
5
10
15
20
25
30
35
40
45
50
55
60
65
NUMBER OF STAFF
MAR 1'7 1978
CLEARINGHOUSE FOR
JUNIOR COLLEGES
UNIVERSITY OF CALIF.
LOS ANGELES